

ARTICLE 25

SAFETY AND HEALTH

SECTION 1. The Employer will make every effort to provide and maintain safe working conditions for employees. The Union will cooperate to that end and will encourage all employees to work in a safe manner. Each employee has a primary responsibility for his/her own safety and has an obligation to know and observe safety rules and practices as a measure of protection for himself and others. The Employer will welcome suggestions which offer feasible ways of improving safety conditions. Supervisors will instruct employees in safe working practices.

SECTION 2. Ambulance service and emergency treatment to employees shall be provided in cases of on-the-job accident, injury or illness.

SECTION 3. In the performance of work of a hazardous nature, the Employer shall take all precautions necessary to minimize the possibility of accident or injury to employees.

a. If, in the course of employment, an employee reasonably believes that an assigned task may cause injury or death, that employee will notify his/her supervisor who will investigate the matter and provide a decision to the employee. If the employee is not satisfied with the decision, the supervisor will arrange with the Safety Office for an investigation and decision.

b. The union will be notified of the employee's action.

SECTION 4. Adequate rest room and toilet facilities shall be provided all work areas of the center and such facilities shall be supplied with heat, hot water, soap and towels, where practicable in accordance with energy conservation measures.

SECTION 5. Whenever hazardous or unhealthy conditions exist in working areas, the steward may call this condition to the attention of supervisor (s) in the working area in question. If the problem is not resolved, the Union may present the problem to progressively higher levels of supervision, up to and including the Commanding Officer.

SECTION 6. No employee shall be required to lift or operate machinery or equipment which requires physical exertion beyond the limits imposed by current Federal laws or regulations. Such laws and regulations will be made available to the Union upon request.

NOTES: _____

SECTION 7. In Inclement or rainy weather, crews will be transported in covered trucks or pickups with adequate seating and safety equipment.

SECTION 8. Crane operators, mechanics, and equipment operators who work more than twelve (12) hours in any twenty-four (24) hour period, will have safety factors and fatigue considered in making further assignments.

SECTION 9. A qualified fire-watch, as determined by the Fire Division, will be provided when required for welding, burning, gasoline handling or other hazardous or operations.

SECTION 10. The employer recognizes the right of employees, working in NCBC occupied buildings to an environment free of contaminants. Use of tobacco shall be prohibited in all work areas/buildings as per the new CBCINST or subsequent revisions.

SECTION 11. The Employer will make every reasonable effort, within available funding and other restrictions, to ensure that those employees whose duties involve moderate to high visual demand on video display terminals (VDT) get necessary work breaks, adjustable chairs and furniture for equipment, and proper video monitor placing to enhance employee comfort and productivity. The Employer will use NAVMED P5112, Navy Environmental Health Bulletin, as its guide in achieving the above.

SECTION 12. The Employer will notify the Union of any scheduled safety inspections so a representative of the Union can attend the inspections.

SECTION 13. When an employee is required to have a physical by the Employer and a medical discrepancy is noted, the employee may be ordered to take a fitness-for-duty examination under the following conditions: (1) the agency determines that the medical examination is necessary primarily for the benefit of the Government; (2) the physician is board-certified in the appropriate medical specialty, and acceptable to the agency; and (3) the physician submits a complete report of the examination directly to the agency. When an agency obtains a fitness-for-duty medical examination, whether by a Federal medical officer or an employee-designated physician, there will be no cost to the employee. This provision will be applied in accordance with CFR 339.

SECTION 14. When an employee sustains a work-related injury, the employee will be notified by the Employer of his/her rights, requirements, and entitlements under the Federal Employees Compensation Act (FECA) . The Union will be afforded an opportunity to be present at this meeting if requested by the employee.

NOTES: _____

